
Task Force on the Status of the NTT Faculty at WPI

SOF Tanja Dominko (BBT)

Members:

Kris Boudreau (HUA)
Tiffany Butler (BME)
Dan Dougherty (CS)
Mike Elmes (FSB)
Destin Heilman (CBC, co-Chair)
Dave Medich (PH)
Mark Richman (ME, co-Chair)
Seth Tuler (IGSD)
Sarah Wodin-Schwartz (ME)
Sharon Wulf (FSB)

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Faculty Governance Actions on NTT Issues: 2009-2012

(SOF Mark Richman)

- October 2009:
 - General Open Discussion
- January 2010:
 - Motion to replace “3- and 5-year rule” with institutional goals on credits delivered (discussion, only)
 - Motion to define categories of non-tenure track faculty positions (discussion, only)
- February 2010:
 - Open discussion concerning the “3- and 5-year rule”
- March 2010:
 - Modified motion to replace “3- and 5-year rule” with institutional goals on credit delivered (failed)
- March 2011:
 - Motion on Faculty Handbook statement concerning “Roles of the TTT and NTT Faculty at WPI” (discussion, only)
- April 2011:
 - Motion on proposed Faculty Handbook statement concerning “Roles of the Tenured, Tenure-Track, and Non-Tenure Track Faculty at WPI” (**PASSED**)
 - Motion to eliminate the “3- and 5-year rule” (discussion, only)
- May 2011:
 - Motion to eliminate the “3- and 5-year rule” (**PASSED**)
- February 2012:
 - Motion to establish titles and procedures for appointing, evaluating, promoting, Non-Tenure Track faculty members (for discussion, only)
- March 2012:
 - Motion to establish titles and procedures for appointing, evaluating, promoting, Non-Tenure Track faculty members (**PASSED**)

Task Force Origin and Charge

- Origin:

- SOF Tanja Dominko
- Energy to resume the work from 2009-2012
- Momentum for broad support
- Faculty strength to address outstanding issues

- Charge:

- Background work:
 - Examine and evaluate the extent to which Non-Tenure Track faculty members are currently included in WPI's academic, governance and institutional structures.
- Goal:
 - Make recommendations to the Faculty and the Administration regarding:
 - the **commitment of the institution** to the NTT Faculty
 - the role, scope, and responsibilities of the NTT Faculty in faculty governance at the department, school and institutional levels that will strengthen the role of the faculty as a whole.

So far... (and in progress)

- Background work:

- In-person interviews with all Department Heads to determine:
 - Inclusion/exclusion of NTTS in Departmental governance
 - Inclusion/exclusion of NTTs in developing courses/programs/curricula
 - Range of roles played by NTTs within the departments
 - Update:
 - 14 of 15 interviews conducted to date
- *Modest* data collection to obtain:
 - Current NTT snapshot: demographics and longevity at WPI
 - Recent past NTT history: turnover and longevity at WPI
 - Relevant information from 2017 COACHE survey
 - Update:
 - Current snapshot: nearly in focus
 - Recent past history: under construction!
 - COACHE survey: results recovered in very raw form...
 - Open Meeting with NTTs (Nov. 28)
 - Survey of NTTs (TBD)

Preliminary thoughts....

- Operating Principles:

- The faculty is and will be stronger when its NTT and TTT members are united.
 - Presents an opportunity for us to strengthen the University by strengthening ourselves
 - Requires that we avoid avoidable divisions between us
- The NTT Faculty play a critical role in carrying out WPI's mission and in delivering our signature programs
- Job security is at the core of academic freedom

- Two **coupled** goals around which the TTT and NTT faculty can unite:

- Establishing **job security** for our excellent NTT faculty members through long-term commitments from WPI
- Incorporating NTT faculty members fully into all levels of academic, governance, and institutional structures

What Might Job Security Look Like ?

- Long-term contracts for NTT faculty members
 - Renewable at extended intervals
 - With sufficient advanced timing/notice
- “Security of Employment” contracts for NTT faculty members
 - Probationary appointments followed by “indefinite” contracts
- Teaching Track to Tenure for Teaching Professors
 - With tenure criteria appropriate to those positions...